

# Advancing Racial Equity in Your Work and Organization

As you seek to advance equity in your work, consider that practices should not involve making individual employment or contracting decisions based on any protected characteristics. We encourage you to seek legal counsel to ensure that you are advancing equity goals while complying with anti-discrimination laws.

# What is racial equity?

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“Racial equity is when **individual or group access to resources or likelihood of well-being and social status cannot be predicted by race.**”

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# Racial equity matters to the work of mission-driven organizations in many ways

## System

- Root causes of social issues
- Disproportionate outcomes

## Organization

- Service quality/effectiveness
- Culture/employee experience

## Individuals

- Leadership
- Dynamics



# An organization can advance racial equity at several levels

## System

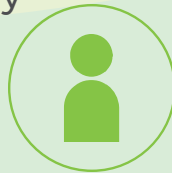
Address inequity and racism in your **strategy for impact**

## Organization

Institute **policies, processes, and practices** to mitigate bias and promote equity

## Individuals

Eliminate biased **behaviors and attitudes** and create equity champions



# Many opportunities to advance (or hinder) racial equity exist within each of these levels

## System ► Strategy for Impact

- Intended impact (WHAT, WHO) and Theory of Change (HOW)
- Strategic priorities

## Organization ► Policies, processes, and practices

### Programs

- Program outreach, marketing
- Client composition
- Program design, delivery
- Program outcomes

### Operations

- Funder engagement
- Resource allocation
- Data & evaluation
- Internal processes
- Communications
- External relationships
- Vendor selection

### Leadership

- Executive team/ board composition, competence, dynamics
- Priority-setting and championing

### Talent

- Hiring, onboarding
- Evaluation
- Professional development, retention
- Promotion and recognition

### Culture

- Shared priorities, values
- Decision-making processes
- Institutional traditions, customs
- Systems of reward

## Individuals ► Behaviors and attitudes

- Understands, seeks to avoid, and addresses unconscious bias and microaggressions
- Builds authentic relationships across difference
- Sponsors and coaches staff with diverse backgrounds
- Confident and skilled at talking about race and racism and its impact
- Proactive champion of racial equity work in the organization



# It is critical that leadership champion equity, both as a team and as individuals

## As a Leadership Team



- Make advancing equity an **organizational priority**
- Diagnose, develop, adequately resource, and champion an **Equity Plan**
- **Hold the organization accountable for change**

## As Individual Leaders



- Take steps to **address your own biased behavior and attitudes**
- Build your **confidence and skill** talking about race and racism
- **Sponsor and coach staff** across lines of difference
- **Champion equity** in your own work, support others to improve, and hold all accountable for change

# Ultimately, advancing equity is iterative and requires being rooted in your work

## 1 Connect equity to your work

- Articulate specifically why racial equity is critical to your organization's work, via an equity statement



## 2 Diagnose the current state

- Collect data/gather input from across the organization to identify where bias and inequity are being perpetuated
- Disaggregate data by critical groups to understand disparities



## 3 Take action

- **Articulate clear and actionable priorities**
  - Prioritize major internal gaps before investing externally
  - Clearly articulate the problem you're trying to solve
  - Set targets to drive momentum and accountability
- **Adequately resource the work**
  - Championed and led by the executive team
  - Don't overburden staff of color
- **Follow through**
  - Lean in
  - Build safe feedback loops
  - Hold individuals and the organization accountable

